



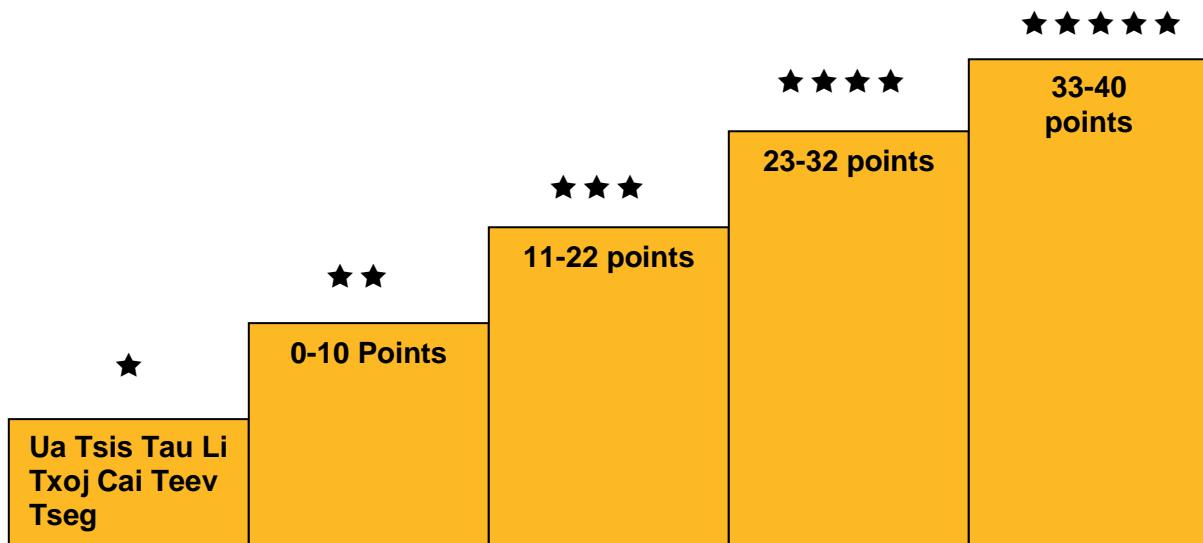
Qhia Meej Cov Point Ntsuas Qhov Ua Tau Zoo

QUALITY INDICATOR POINT DETAIL

2014

Txoj Kab Taug 2 – Zov Me Nyuam Pab Pawg¹

Ntaus Nqi Qhov Ua Tau Zoo thiab Txoj Kev Txhim Kho Kom Zoo Dua Qub Tag Nrho
 Tus Qauv Cag
 Quality Rating and Improvement System Overall Model



Cov kev zov me nyuam ua tsis tau raws txoj cai yuav tsis tau txais cov points hauv YoungStar kom txog rau thaum ua tau raws txoj cai ntawm daim ntawv tso cai thiab ntawv pov thawj.

Nws yog ib qho tseem ceeb kawg li tias Wisconsin txhim kho txoj kev zov me nyuam kom zoo dua qub. YoungStar pab Wisconsin cov zov me nyuam los mus txhim kho lawv txoj kev ua hauj lwm tau zoo uas yog qhov tseem ceeb ntawm kev txhim kho cov txiaj ntsim tau rau me nyuam kom zoo dua qub. YoungStar yog ua raws li kev tshawb fawb thiab lwm lub xeev tej kev tau ntsib thiab tau ua los mus tsim cov quav ntsuas (criteria) uas yog: ua raws kev tshawb fawb (research-based), ncaj nruab nrab (objective), thiab muab tshuaj xyuas tau tias muaj tseeb (verifiable) mus tsis tu ncua.

Daim ntawv tseem ceeb no piav txog yam (categories) uas tau txais cov points hauv YoungStar. Txhua tus zov me nyuam los yog qhov kev zov me nyuam muaj rab peev xwm tau txais siab txog 40 points thoob plaws plaub yam (four categories) – kev kawm ntawv (Thawj Kws Qhia Ntawv thiab Thawj Coj), ib puag ncig kev kawm thiab cov ntawv kawm; kev tshaj li thiab dej num cov kev coj ua; thiab kev noj qab haus huv thiab muaj dag zog zoo. Yog muab hais kom dav, thaum lo lus “neeg ua hauj lwm” tau raug muab los siv hauv nqes lus hais txog Pab Pawg zov me nyuam, nws txhais tau tias yog Cov Thawj Kws Qhia Ntawv thiab Cov Thawj Coj tshwj tias ho tau muab hais ua lwm yam no xwb. Nws muaj cov points uas yuav tsum ua kom tau rau ib ntawm txhua yam (categories) thiab ntawv cov points uas xaiv ua tau (optional points) uas tej zaum cov kev zov me nyuam kuj tau los ntxiv.

¹ Txoj kab taug no yog cov muaj ntawv tso cai zov me nyuam pab pawg cov muaj hnub nyog txij thaum yug txog 12 xyoos.
 2/13/2014

Daim phiaj taw qhia (chart) hauv qab no qhia pom tag nrho txhua Yam (categories) thiab cov points ua tau hauv ib Yam twg.

Yam Uas Tau Txais Cov Points	Cov Points Ua Tau
Pab Pawg Kws Qhia Ntawv Cov Kev Kawm Muaj Cuab Kav Ua Tau (Qualifications)	0-9
Pab Pawg Thawj Coj Cov Kev Kawm Muaj Cuab Kav Ua Tau (Qualifications)	0-6
Ib Puag Ncig Kev Kawm thiab Cov Ntawv Kawm	0-13
Dej Num thiab Kev Tshaj Lij Cov Kev Coj Ua	0-7
Kev Noj Qab Haus Huv thiab Muaj Dag Zog Zoo	0-5
Tag Nrho	0-40 points

Kev Lees Paub Ua Raug Cai (Accreditation): Lwm Txoj Hauv Kev Rau Plaub los yog Tsib Lub Hnub Qub

YoungStar muab ib txoj hauv kev rau kev ntaus nqi mus txog 4 lub hnub qub los yog 5 lub hnub qub rau cov zov me nyuam hnub nyog kawm ntawv uas tau raug lees paub ua raug cai (accredited). Cov kev lees paub ua raug cai (accreditations) tau los ntawm National Accreditation Commission (NAC) thiab lub Nroog Madison tau raug lees txais yuav mus siab txij ib Yam qhov kev ntaus nqi 5 Lub Hnub Qub. Qhov kev lees paub ua raug cai tau los ntawm Council on Accreditation (COA) yog siab txij ib Yam li qhov kev ntaus nqi 4 Lub Hnub Qub txawm li cas los, yog tias qhov kev zov me nyuam ua tau zoo raws li 5 Lub Hnub Qub qhov ua tau raws kev kawm ntawv cov quav cag (rau Cov Thawj Kws Qhia Ntawv thiab Tus Thawj Coj), qhov kev zov me nyuam kuj yuav tau txais kev ntaus nqi rau 5 Lub Hnub Qub.

Yog hais tias ib qho kev zov me nyuam tau raug lees paub ua raug cai (accredited) los ntawm NECPA THIAB qhov kev zov me nyuam ua tau raws li kev kawm ntawv cov lus kom ua ntawm 4 Lub Hnub Qub hauv lawv qhov YoungStar ntaus nqi txoj kab taug qab, qhov kev zov me nyuam ntawd yuav muaj feem tau txais qhov ntaus nqi 4 Lub Hnub Qub. Yog hais tias ib qho kev zov me nyuam tau raug lees paub ua raug cai (accredited) los ntawm NECPA THIAB qhov kev zov me nyuam ua tau raws li kev kawm ntawv cov lus kom ua ntawm 5 Lub Hnub Qub hauv lawm qhov YoungStar ntaus nqi txoj kab taug qab, qhov kev zov me nyuam ntawd yuav muaj feem tau txais qhov ntaus nqi 5 Lub Hnub Qub.

Qhov lees txais yuav cov kev lees paub ua raug cai (accreditations) no mus siab txij ib Yam li cov kev ntaus nqi 4 Lub Hnub Qub los yog 5 Lub Hnub Qub yog qhov tias cov quav cag (standards) muab siv rau cov kev lees paub ua raug cai no yog thoob teb chaws lees paub tias yog txuas rau qhov ua tau zoo thiab txhua qhov kev lees paub ua raug cai (accreditation) hais kom yuav tsum tau soj ntsuam thiab tshuaj xyuas tias muaj tseeb ntawm tus yeeb Yam zoo sib xws tau muab teev rau hauv YoungStar.

A) Kev Kawm Ntawv Thiab Kev Kawm Kev Cob Qhia ntawm Thawj Coj thiab Cov Thawj Kws Qhia Ntawv (Cov Points Siab Kawg = 15)

Kws Qhia Ntawv Kev Kawm Ntawv thiab Kev Kawm Kev Cob Qhia: Tus kws qhia ntawv kev kawm ntawv raug muab xam tias yog ib qho ntawm feem ntau cov [Kev ruaj ntseg qhia ua ntej ntawm qhov ua tau zoo hauv ib qhov kev teeb tsazov me nyuam thaum ntxov](#). Cov neeg ua hauj lwm thiab tus zov me nyuam cov kev kawm zov me nyuam ua ntej hnub nyog kawm ntawv thiab kev kawm zov me nyuam hnub nyog kawm ntawv cov kev kawm muaj cuab kav ua tau (qualifications) yuav raug muab tso nkag rau hauv ib qhov Organizational Profile hauv Wisconsin Registry. [The Registry](#) yog Wisconsin qhov kev lees paub rau kev zov me nyuam ua ntej hnub nyog kawm ntawv thiab kev kawm ntawv txoj hauj lwm. The Registry tshuaj xyuas kom paub tias yeej muaj kev kawm muaj cuab kav ua tau uas yog siv qhov ua tau zoo-raws daim ntawv qhia teev tseg (transcripts). Tas nrho cov kev kawm kev cob qhia raug muab teev cia los ntawm cov ntsiab lus kev paub raws li tau muab txhais los ntawm National Association for the Education of Young Children (NAEYC) los yog CDA cov txheej lus raws li tau muab txhais los ntawm Council for Professional Recognition. The Registry muab ib daim ntawv pov thawj lees paub muaj tseeb tias tau nkag mus txog rau qib thiab qhov kev kawm txuas ntix uas yuav tsum tau ua kom tiav raws li tau muab txhais los ntawm Department of Children and Families.

Tus Thawj Coj Kev Kawm Ntawv thiab Kev Kawm Kev Cob Qhia: [Kev Tshawb Fawb](#) tau qhia pom lub luag hauj lwm hnyav ntawm kev zov me nyuam Tus Thawj Coj hauv tas nrho cov tuam tsev zov me nyuam; lawv muaj lub luag hauj lwm rau kev nrhiav neeg los ua hauj lwm, yuav neeg los ua hauj lwm, thiab ua tus coj ntawm cov neeg qhia ntawv, thiab-thaum uas yuav tsum tau ua – rau kev rho neeg tawm los yog tshem tawm cov neeg ua hauj lwm. Kev tshawb fawb tau qhia pom tias cov tuam tsev zov me nyuam uas muaj Cov Thawj Coj muaj kev kawm paub hauj lwm muaj cuab kav ua tau zoo dua. Cov Thawj Coj uas muaj degrees muaj ze li ib nrab ntawm cov tuam tsev zov me nyuam hauv xeev Wisconsin.

Qhov kev ua Yam no (category) lees paub ntau cov hauv kev tau txais cov points mus rau theem siab dua qub ntawm tus Thawj Coj cov kev kawm muaj cuab kav ua tau.

Puv Hnub piv rau Ib Nrab Nnub

YoungStar lees paub tias muaj ib txhia kev zov me nyuam muaj cov sij hawm qheb ua hauj lwm sib txawv raws li lub caij ntawm lub xyoo. Rau tag nrho cov kev ntsuas hauv daim ntawv no, yuav tau muab cov sij hawm xam rau cov xuaj moos hauv ib hnub los yog hauv ib lub lis piham uas qhov chaw qheb siv lo lus txhais rau puv hnub yog 8 xuaj moos ib hnub thiab 40 xuaj moos ib lis piham. Piv txwv, yog ib tug neeg txheeb kev ua hauj lwm tau zoo hais kom ib qho kev zov me nyuam los mus muab 60 feeb rau kev qoj ib ce ua ub no hauv ib hnub, ces qhov kev zov me nyuam ib nrab hnub uas qheb 4 xuaj moos hauv ib hnub kuj yuav raug hais kom muab 30 feeb rau kev qoj ib ce ua ub no. Yog cov xuaj moos qheb muaj qhov txawv txav hauv lub lis piham, ib tug Kws Tshaj Lij Muab Tswv Yim/Kws Ntaus Nqi Soj Ntsuam yuav siv qhov nruab nrab ntawm cov xuaj moos hauv ib hnub los mus muab cov points rau cov zoo li no.

Rau cov hom phiaj ntawm YoungStar, lo lus txhais rau ib tug neeg ua hauj lwm puv hnub yog ib tug uas ua hauj lwm thaj tsam li ntawm 40 xuaj moos hauv ib lub lis piham rau 6 lub hlis hauv lub xyoo los yog ntau dua. Yog li, yog qhov kev zov me nyuam qheb rau 3 lub hlis (ib feem plaub) ntawm lub xyoo thiab qhov kev zov me nyuam xav tau credit rau kev Ntsuas Qhov Ua Tau Zoo C.4.3 uas hais kom muaj 18 hnub so them nyaj hauv ib lub xyoo rau cov neeg ua hauj lwm puv hnub, qhov kev zov me nyuam yuav tau ua kom pom tias lawv tau muab 4.5 hnub so rau cov neeg ua hauj lwm puv hnub hauv ib lub xyoo.

Cov Neeg Ua Hauj Lwm ntawm Cov Kev Zov Me Nyuam Pab Pawg:

- A. Tus neeg tuav txoj dej num ua Tus Thawj Saib Xyuas Hauj Lwm Ntawm Chaw kuj yuav cev tes los mus pab tau tus Thawj Coj Pab Pawg cov luag hauj lwm yog ib tug neeg ua hauj lwm muaj mob, thaum lub sij hawm cov neeg ua hauj lwm theem so me ntsis/thaum noj mov (cov neeg ua hauj lwm break/meal times), thaum muaj cov hauj lwm los yog kev ua ub no tshwj xeeb uas yuav tau muaj coob leej cov muaj hnub nyog los rau hauv chav los yog muaj cov xwm txheej kub ceev.
- B. Ib tug neeg tsuas nyob nrog hauv Registry Program Profile ib qhov kev zov me nyuam ib zaug. Qhov no txhais tias, rau qhov kev xam rau YoungStar qhov ntaus nqi, ib tug neeg uas muaj cov luag hauj lwm rau ntau tshaj ib qho kev zov me nyuam yuav tsum xaiv lub Program Profile ib qho seb yuav nyob nrog qhov twg.
- C. Rau YoungStar², tus neeg uas raug muab taw los ua Tus Thawj Coj yuav tsum tau nyob rawv ntawm chaw rau 25% ntawm tag nrho cov xuaj moos lawv ua hauj lwm rau qhov kev zov me nyuam thiab yuav tsum muaj cov luag hauj lwm hauv qab no:
 1. Saib xyuas kev npaj thiab kev ua hauj lwm rau cov me nyuam
 2. Saib xyuas cov neeg ua hauj lwm ntawm chaw
 3. Neeg ua hauj lwm cov kev sib tham thiab kev cob qhia
 4. Kev kawm ntawv txuas mus ntxiv rau cov neeg ua hauj lwm

Cov Kev Hloov Mus Los—Cov kev hloov mus los nram qab no rau txoj cai tswj C yuav tso cai rau:³

- **Kev tswj hwm muaj lub hauv paus nruab nrab (centralized administration):** Yog qhov kev zov me nyuam raug tswj hwm los ntawm sab nraud ntawm qhov chaw, qhov kev zov me nyuam yuav tau thov ib qhov kev hloov mus los ntawm YoungStar neeg ua hauj lwm cov lus kheev tau hais kom ua. Cov luag hauj lwm 1 thiab 2 (teev saum toj saud) yuav tsum tau muab lis ua los ntawm ib tug neeg uas nyob rau ntawm chaw tsawg kawg 25% ntawm cov xuaj moos tag nrho uas lawv ua hauj lwm rau qhov kev zov me nyuam. Cov luag hauj lwm 3 thiab 4 kuj muab tau los lis ua los ntawm ib tug neeg los yog cov neeg uas nyob tawm qhov chaw.

Nyob rau cov zoo li no, qhov kev zov me nyuam muaj ob qho xaiv:

- Qhov Xaiv 1: Teev ib tug neeg ntawm qhov chaw ua hauj lwm tswj hwm uas muaj lub luag hauj lwm rau 3 thiab/los yog 4 ua Tus Thawj Coj.
- Qhov Xaiv 2: Teev ib tug neeg uas nyob ntawm qhov chaw lis ua cov luag hauj lwm 1 thiab 2 ua Tus Thawj Coj. **Yog qhov kev zov me nyuam xav xaiv qhov no thiab tus neeg muab teev ua Tus Thawj Coj kuj tseem ho yog ib Tug Thawj Kws Qhia Ntawv thiab ces, yuav tsum tau ua raws nraim li cov cai tswj rau Ob Txog Luag Dej Num (Dual-Role) (hauv qab no).**

² Ntawv tso cai cov lus kom ua hais txog lub luag dej num ntawm tus Thawj Coj yuav txawv YoungStar cov thiab yuav nrhiav tau ntawm no:

<http://DCF.WISCONSIN.GOV/CHILD CARE/LICENSED/RULES.HTM>. Ntawv tso cai yog txhais rau theem ntawm hauv paus rau kev noj qab haus huv thiab kev kaj huv thiab YoungStar yog txhais rau theem siab dua rau kev ua tau zoo. Yog li, thaum ib qho kev zov me nyuam yuav ua kom tau raws li ntawv tso cai cov lus kom ua rau lub luag dej num ntawm tus Thawj Coj, cov lus hais kom ua hauv daim ntawv tseem ceeb no yuav muab siv rau YoungStar.

³ Txawm yuav yog qhov twg los, t xo j cai tswj nram qab mus no tseem siv rau: Ib tug neeg tsuas koom rau hauv The Registry's organizational profile nrog rau ib qho kev zov me nyuam ib zaug xwb. Qhov no txhais hais tias ib tug neeg uas muaj cov luag hauj lwm rau ntau dua ib qho kev zov me nyuam yuav tsum xaiv ib lub Program Profile koom nrog.

- **Ob Txog Luag Dej Num:** me nyuam hnub nyoog kawm ntawv cov chaw muaj ntawv tso cai zov txog 30 leej me nyuam los yog tsawg dua tej zaum, nyob hauv cov nqe lus hauv qab no, yuav muaj tau ib Tug Thawj Coj uas muab teev tias ua hauj lwm li ib Tug Thawj Kws Qhia Ntawv hauv qhov Program File:
 - Kom muaj feem tau txais 3 lub Hnub Qub: Tus neeg tuav ob txog luag dej num muaj txog 25% ntawm lub sij hawm qhov kev zov me nyuam qheb⁴ muab los siv rau cov luag hauj lwm ntawm Tus Thawj Coj **THIAB** ib tug neeg ua hauj lwm zov tau tsawg leej me nyuam yuav tsum ua raws li cov lus daim ntawv tso cai kom ua rau cov chaw zov me nyuam pab pawg muaj ntawv tso cai. Tus Thawj Coj tuav ob txog dej num yuav tsum muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 3 lub Hnub Qub. Piv txwv, yog qhov kev zov me nyuam qheb 40 xuaj moos hauv ib lub lis piام, tus neeg tuav ob txog luag dej num yuav tau tuav Tus Thawj Coj lub luag dej num rau 10 xuaj moos hauv ib lub lis piام.
 - Kom muaj feem tau txais 4 lub Hnub Qub: Tus neeg tuav ob txog luag dej num muaj txog 37.5% ntawm lub sij hawm qhov kev zov me nyuam qheb muab los siv rau cov luag hauj lwm ntawm Tus Thawj Coj **THIAB** ib tug neeg ua hauj lwm zov tau tsawg leej me nyuam yuav tsum ua raws li cov lus daim ntawv tso cai kom ua rau cov chaw zov me nyuam pab pawg muaj ntawv tso cai. Tus Thawj Coj tuav ob txog dej num yuav tsum muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 4 lub Hnub Qub. Piv txwv, yog qhov kev zov me nyuam qheb 40 xuaj moos hauv ib lub lis piام, tus neeg tuav ob txog luag dej num yuav tau tuav Tus Thawj Coj lub luag dej num rau 15 xuaj moos hauv ib lub lis piام.
 - Kom muaj feem tau txais 5 lub Hnub Qub: Ib Tus Thawj Coj ua hauj lwm puv hnub yuav tsum nyob rau ntawd, uas muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 5 lub Hnub Qub.

Kev xyuas tias cov kev hloov mus los rau txoj cai tswj C muaj tseeb: Kom xyuas tau tias qhov kev ntsuas no muaj tseeb, tej zaum qhov kev zov me nyuam yuav raug nug kom muab cov caij teem tseg, cov tw tshev them nyiaj, cov ntawv teev sij hawm, cov ntaub ntawv piav txog t xo j hauj lwm, neeg ua hauj lwm cov phau ntawv tuav thiab/los yog ntaub ntawv hais txog kev ua hauj lwm cov cai thiab cov txheej txheem.

Cov Hauv Kev Txhim Kho Txuj Ci Tshaj Lij Mus Ntxiv: Cov ntaub ntawv qhia paub txog kev zov thaum ntxov thiab kev kawm ntawv thiab hnub nyoog kawm cov kev kawm tau credit - raws feem kev kawm (credit-based course) muaj qhia tuaj yeem mus muab tau uas yog hu ncaj qha rau tus neeg hauv chaw ua hauj lwm ntawm tsev kawm qib siab, los yog mus ntsib ib tug kws paub txog kev txhim kho txuj ci tshaj lij mus ntxiv (Professional Development) los yog T.E.A.C.H. Early Childhood[®] Wisconsin Scholarship Counselor ntawm Wisconsin Early Childhood Association (WECA). Qhov ua tau credit rau kev tau kawm tau ua yav dhau los yuav muaj qhia los ntawm cov tsev kawm ntawv qib siab. Cov ntaub ntawv qhia paub ntxiv ntsig txog theem Registry Career Levels, cov hauv kev txhim kho txuj ci tshaj lij, thiab qhov ua tau (credit) rau kev tau kawm tau ua yav dhau los muaj nyob rau ntawm daim ntawv ntxiv (appendix) xa nrog daim ntawv no.

Nyob rau hauv ob daim phiaj taw qhia (charts) hauv qab no rau Tus Thawj Kws Qhia Ntawv thiab lub tuam tsev zov me nyuam Tus Thawj Coj, cov points tsis nce. Rau txhua tus neeg ua hauj lwm daim phiaj taw qhia qhov muaj cuab kav ua tau, qhov kev zov me nyuam tau txais qhov ua tau credit rau qib siab kawg uas tau ua tiav saib rau ntawm Tus Thawj Kws Qhia Ntawv txoj kev kawm ntawv thiab lub tuam tsev zov me nyuam Tus Thawj Coj txoj kev kawm ntawv. Yog ib Tug Thawj Coj los yog Thawj Kws Qhia Ntawv qhov theem Registry Level poob rau hauv nrub nrab ntawm ob theem point, lawv yuav tau txais cov points rau qhov qis dua ntawm ob them. Piv txwv, yog cov Thawj Kws Qhia Ntawv rau 50% ntawm cov chav kawm nyob rau ntawm theem Registry Level 8, qhov kev zov me nyuam yuav tau txais 2 points vim hais tias cov theem Registry Levels siab dua qhov ua kom tau nyob ntawm theem 2 points tab sis lawv ua tsis tau li qhov ua kom tau nyob rau ntawm theem 3 points. Ntxiv mus, piv txwv, yog ib Tug Thawj Coj nyob rau ntawm theem Registry Level 11, qhov kev zov me nyuam yuav tau txais 1 point vim hais tias cov theem Registry Level siab dua qhov ua kom tau nyob ntawm theem 1 point tab sis ua tsis tau li qhov ua kom tau nyob rau ntawm theem 3 points.

Txhua zaug qib kawm Associate's degree tau muab hais ua pov thawj rau ntawm daim ntawv no, 60 qhov ua tau (60 credits) txij high school rov saud uas 30 ntawv cov credits no yog ntsig txog kev zov me nyuam thaum ntxov los yog me nyuam hnub nyoog kawm ntawv yuav raug pom zoo lees txais txij qib Associate's degree.

⁴ “Lub sij hawm qhov kev zov me nyuam qheb” txhais tias yog cov xuaj moos uas qhov chaw zovme nyuam txais cov me nyuam los zov. Yog qhov kev zov me nyuam muaj ib co xuaj moos ntxiv uas cov neeg ua hauj lwm nyob rau ntawd tab sis tsis muaj me nyuam rau zov, ces cov xuaj moos no suav tsis tau rau lub sij hawm qhov kev zov me nyuam qheb.

A.1) Thawj Kws Qhia Ntawv Cov Kev Kawm Muaj Cuab Kav Ua Tau

Cov Ntsuas Qhov Ua Tau Zoo–Thawj Kws Qhia Ntawv Cov Kev Kawm Muaj Cuab Kav Ua Tau	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
Cov Thawj Kws Qhia Ntawv tau Child Development Associates (CDA) rau 50% ntawm cov chav kawm ntawv.	Registry Qib 6	1
Cov Thawj Kws Qhia Ntawv muaj 6 tus sib thooj credits dhau high school rau 25% ntawm tag nrho cov chav kawm ntawv.	Registry Qibl 7	1
Cov Thawj Kws Qhia Ntawv muaj 6 tus sib thooj credits rau 50% ntawm tag nrho cov chav kawm ntawv. -Kom tau txog rau 3 Lub Hnub Qub	Registry Qib 7	2
Cov Thawj Kws Qhia Ntawv muaj Me Nyuam Mos/Me Nyuam Me los yog Daim Ntawv Pov Thawj Kawm Tiav (Inclusion Credential) rau 50% ntawm cov chav kawm los yog muaj 18 tus sib thooj credits; tag nrho lwm cov chav kawm muaj ib Tus Thawj Kws Qhia Ntawv muaj tsawg kawg 6 tus sib thooj credits. – Kom tau txog rau 4 lub hnub qub	Registry Qib 9	3
Cov Thawj Kws Qhia Ntawv muaj Daim Ntawv Pov Thawj Kawm Tiav Thawj Tswj Hwm los yog Qhia Ntawv Rau Cov Me Nyuam Me Ua Ntej Kawm Ntawv los yog muaj 24 tus sib thooj credits rau 50% ntawm cov chav kawm; tag nrho lwm cov chav kawm muaj ib Tus Thawj Kws Qhia Ntawv muaj tsawg kawg 6 tus sib thooj credits.	Registry Qib 10	4
Cov Thawj Kws Qhia Ntawv tau qib sib thooj Associate's degree (AA) rau 50% ntawm cov chav kawm thiab tag nrho lwm cov chav kawm muaj ib Tus Thawj Kws Qhia Ntawv muaj tsawg kawg 6 tus sib thooj credits.	Registry Qib 12	5
Cov Thawj Kws Qhia Ntawv tau qib sib thooj AA rau 50% ntawm cov chav kawm thiab muaj cov Thawj Kws Qhia Ntawv tau txais Registry ib Daim Ntawv Pov Thawj rau tag nrho lwm cov chav kawm.	Registry Qib 12	6
Cov Thawj Kws Qhia Ntawv tau qib sib thooj AA rau 100% ntawm cov chav kawm. - Kom tau txog rau 5 Lub Hnub Qub	Registry Qib 12	7
Cov Thawj Kws Qhia Ntawv tau qib sib thooj AA rau 50% ntawm cov chav kawm thiab Bachelor's degrees/Bachelor's degrees nrog DPI cov ntawv tso cai rau lwm qhov 50% ntawm cov chav kawm.	Registry Qib 12-14	8
Cov Thawj Kws Qhia Ntawv tau qib sib thooj Bachelor's degrees rau 100% ntawm cov chav kawm los yog Bachelor's degrees nrog rau Department of Public Instruction (DPI) daim ntawv tso cai los yog Master's degree los yog Doctorate.	Registry Qib 14 los yog siab dua	9

A.2) Thawj Coj Cov Kev Kawm Muaj Cuab Kav Ua Tau

Cov Ntsuas Qhov Ua tau Zoo – Tus Thawj Coj Cov Kev Kawm Muaj Cuab Kav Ua Tau	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
Thawj Tswj Hwm Daim Ntawv Pov Thawj Kawm Tiav (Administrator Credential) - Kom tau txog rau 3 Lub Hnub Qub	Registry Qib 10	1
Associate's degree (sib thooj) los yog Bachelor's degree (tsis sib thooj) – Kom tau txog rau 4 Lub Hnub Qub	Registry Qib 12	3
Thawj Tswj Hwm Daim Ntawv Pov Thawj Kawm Tiav thiab Associate's degree (sib thooj) los yog Bachelor's degree (tsis sib thooj) qhov twg los tau – Kom tau txog rau 5 Lub Hnub Qub	Registry Qib 13	4
Bachelor's degree (sib thooj)	Registry Qib 14	5
Bachelor's degree (sib thooj) thiab Thawj Tswj Hwm Daim Ntawv Pov Thawj Kawm Tiav los yog Master's degree los yog siab dua.	Registry Qib 15 los yog siab dua	6

B) Ib Puag Ncig Kev Kawm thiab Cov Ntawv Kawm (Cov Points Siab Kawg = 13)

Kom tau Tsawq Kawg rau 3, 4 thiab 5 Lub Hnub Qub

- Kom tau rau 3 Lub Hnub Qub:**

- Qhov kev zov me nyuam yuav tsum siv ib qhov tus zov me nyuam-xaiv Kev Ntsuas Tus Kheej tus cuab yeej siv (Self-Assessment tool) coj kev mus rau ntawm Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub (Quality Improvement Plan).

- Kom tau txog rau 4 Lub Hnub Qub:**

- Qhov kev zov me nyuam yuav tsum ua tiav **nruab nrab ntawm** qhov Kev Luj Ntaus Nqi Ib Puag Ncig (Environment Rating Scale, ERS) cov qhab nias ntawm 4 raws kev soj ntsuam thiab tshuaj xyuas tias muaj tseeb nrog rau cov cuab yeej luj nram qab no: Me Nyuam Mos/Me Nyuam Me Kev Ntaus Nqi Ib Puag Ncig-Muab Kho Dua (Infant/Toddler Environment Rating Scale-Revised, ITERS-R), Kev Ntaus Nqi Ib Puag Ncig Zov Me Nyuam Me-Muab Kho Dua (Early Childhood Environment Rating Scale-Revised, ECERS-R), thiab/los yog Kev Ntaus Nqi Ib Puag Ncig Zov Me Nyuam Hnub Nyoog Kawm Ntaww (School-Age Care Environment Rating Scale, SACERS).

- Kom tau txog rau 5 Lub Hnub Qub:**

- Qhov kev zov me nyuam yuav tsum ua tiav **nruab nrab ntawm** qhov Kev Luj Ntaus Nqi Ib Puag Ncig (Environment Rating Scale, ERS) cov qhab nias ntawm 5 raws kev soj ntsuam thiab tshuaj xyuas tias muaj tseeb nrog rau cov cuab yeej luj nram qab no: Me Nyuam Mos/Me Nyuam Me Kev Ntaus Nqi Ib Puag Ncig-Muab Kho Dua (Infant/Toddler Environment Rating Scale-Revised, ITERS-R), Kev Ntaus Nqi Ib Puag Ncig Zov Me Nyuam Me-Muab Kho Dua (Early Childhood Environment Rating Scale-Revised, ECERS-R), thiab/los yog Kev Ntaus Nqi Ib Puag Ncig Zov Me Nyuam Hnub Nyoog Kawm Ntaww (School-Age Care Environment Rating Scale, SACERS).

B.1.1, B.4.1-2) Cov Hauj Lwm Kom Ua Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
B.1.1) <u>Kev Ntsuas Tus Kheej</u> ntawm qhov kev zov me nyuam ua tau --Kom tau txog rau 3 Lub Hnub Qub	Qhov kev zov me nyuam tau ua rau pom kev mob siab rau los mus ntsuas cov hauj lwm tseem ceeb ntawm txoj hauj lwm <u>uas txuas rau kev zov me nyuam ua tau zoo dua qub</u> thiab tau tsim ib daim phiaj xwm (plan) txhim kho cov hauj lwm tau teev tseg kom zoo dua qub.	Ntsuam Xyuas qhov kev ntsuas tus kheej los ntawm Tus Ntaus Nqi Soj Ntsuam (Observation Rater)	1
B.4.1) <u>Ntaus Nqi Ib Puag Ncig</u> (ECERS-R, ITERS-R thiab/los yog SACERS) nruab nrab ntawm qhab nias 4 –Kom tau txog rau 4 Lub Hnub Qub	Kev tshawb fawb tus cuab yeej txuas rau kev qhia pom qhov ua tau zoo hauv cov chaw tseem ceeb ntawm ib puag ncig chaw zov me nyuam thaum ntxov thiab cov muaj hnub nyoog kawm ntaww.	Nqes tes ua thiab muab sau cia los ntawm Tus Ntaus Nqi Soj Ntsuam (Observation Rater)	3
B.4.2) Ntaus Nqi Ib Puag Ncig (ECERS-R, ITERS-R thiab/los yog SACERS) nruab nrab ntawm qhab nias 5 –Kom tau txog rau 5 Lub Hnub Qub			4

Cov Points Uas Xaiv Ua Tau

B.1.2-3) Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
B.1.2) Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub uas tau paub los ntawm qhov kev ntsuas tus kheej tau muab los	<u>Tshawb fawb raws cov cuab yeej</u> tau muab siv muaj txiaj ntsig kom ntseeg tau tias daim phiaj xwm txhim kho	Ntsuam Xyuas Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws	1

ua raws li txheej txheem kev txhim kho kom zoo dua qub tus cuab yeej.	kom zoo dua qub tau hais txog cov tseem ceeb khi nrog rau qhov ua tau zoo.	Tshaj Lij Muab Tswv Yim	
B.1.3) Daim Phiaj Xwm Txhim Kho Kom Zoo tau raug muab tshuaj xyuas tias muaj tseeb tiag los ntawm ib tus neeg sab nraud LOS YOG ntawm tsawg kawg ob teev ntxiv ntawm lub sij hawm siv ua hauj lwm nrog ib tus PDAS-tau pom zoo Kws Tshaj Lij Muab Tswv Yim (Technical Consultant) los yog Tus Kws Cob Qhia Muaj Txog Theem Master ntawm ib qhov hauj lwm los ntawm qhov hauj lwm Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub.	Kev tshuaj xyuas tias muaj tseeb tsis zwm rau leej twg ntawm kev mob siab los mus txhim kho qhov ua tau zoo muab tau kev ntseeg siab loj dua ntawm tus cuab yeej ua tau hauj lwm.	Ntsuam Xyuas los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

B.2.1-2) Wisconsin Kev Kawm Thaum Ntxov Cov Qauv Kev Cai (Wisconsin Model Early Learning Standards, WMELS) thiab Wisconsin Hnub Nyoog Kawm Ntawv Cov Ntawv Kawm (School-Age Curricular Framework, SACF) – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
<p>B.2.1) Tsawg kawg 50% ntawm Cov Thawj Kws Qhia Ntawv/Pab Pawg Cov hawj Coj tau txais kev kawm kev cob qhia hauv WMELS los yog Hnub Nyoog Kawm Ntawv Cov Ntawv Kawm (School-Age Curricular Framework).</p> <p>LOS YOG</p> <p>Tas nrho Cov Thawj Kws Qhia Ntawv/Pab Pawg Cov Thawj Coj tau txais kev kawm kev cob qhia hauv WMELS los yog Hnub Nyoog Kawm Ntawv Cov Ntawv Kawm (School-Age Curricular Framework).</p>	<p>WMELS tau txais kev <u>lees paub hauv teb chaws</u> tias yog ib tus cuab yeej siv muaj txiaj ntsig txhim kho cov kev coj ua hauv kev teeb tsa chaw zov me nyuam thaum ntxov. Nws tsim kev sib txuas ntawm kev txhim kho kev coj ua uas tsim nyog thiab kev teeb tsa muab kev saib xyuas thaum ntxov hauv cov hauj lwm tseem ceeb.</p> <p><u>Kev tshawb fawb txuas rau qhov txhim kho kev coj ua uas tsim nyog kom ua tau zoo dua qub</u> hauv kev zov me nyuam. Cov kev zov me nyuam hnub nyoog kawm ntawv yuav mus ua ib ntxaig nrog rau Hnub Nyoog Kawm Ntawv Cov Ntawv Kawm (School-Age Curricular Framework).</p>	Registry xyuas tias muaj tseeb	<p>1 point yog tias 50% ntawm cov kws qhia ntawv/pab pawg cov thawj coj ua tau raws li Qhov Kev Ntsuas</p> <p>2 points yog tias 100% ntawm cov kws qhia ntawv/pab pawg cov thawj coj ua tau raws li Qhov Kev Ntsuas</p>
B.2.2) Cov ntawv kawm mus ua ib ntxaig nrog rau Wisconsin Kev Kawm Thaum Ntxov Cov Qauv Kev Cai (Wisconsin Model Early Learning Standards) thiab/los yog Wisconsin Kev Ua Hauj Lwm Ua Ke Tom Qab Lawb Ntawv (Wisconsin Afterschool Network, WAN) Hnub Nyoog Kawm Ntawv Cov Ntawv Kawm (School-Age Curricular Framework) rau cov me nyuam hnub nyoog kawm ntawv.		Ntsuam Xyuas los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

B.3.1-3) Cov Txiaj Ntsim Tau Rau Me Nyuam – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
B.3.1) Qhov kev zov me nyuam siv cov ntaub ntaww hais txog me nyuam tus kheej (individual child portfolios)	Cov ntaub ntaww ntiag tug ntawm txhua tus me nyuam nws tus kheej tau muab sau cia thiab muab kho xwv kom thiaj muab tau kev npaj rau cov kev ua ub no.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
B.3.2) Kws Qhia Ntaww siv txoj kev npaj los mus kho cov txiaj ntsim tau rau me nyuam kom zoo dua qub.	Kws Qhia Ntaww siv cov ntaub ntaww hais txog txhua tus me nyuam nws tus kheej mus tsim cov ntaww npaj qhia rau me nyuam txhawb tus kheej tej nws muaj cuab kav ua tau.		1
B.3.3) Taug qab xyuas cov txiaj ntsim tau rau txhua tus me nyuam Lus Cim: Qhov point no yuav tsis tau txais yog tias qhov chaw zov me nyuam tsis tau txais point rau Qhov Ntsuas B.3.1 thiab B.3.2 THIAB lawv yuav tsis tau txais qhov point no nyob rau thawj xyoo yog tias lawv tseem tsis tau pib taug qab xyuas cov txiaj ntsim tau rau me nyuam.	Nws yog ib qho tseem ceeb los mus ua kom pom tias kev cob qhia kws qhia ntaww thiab me nyuam kev sib fim ua rau cov txiaj ntsim tau rau me nyuam zoo dua qub.		1

C) Dej Num thiab Kev Tshaj Lij Cov Kev Coj Ua (Cov Points Siab Kawg = 7)

Kom Tau Tsawq Kawg rau 2, 3, 4 thiab 5 Lub Hnub Qub

- **Kom tau txog rau 2 Lub Hnub Qub:**
 - Qhov kev zov me nyuam kos npe rau YoungStar Daim Ntawv Cog Lus thiab txaus siab txais cov me nyuam uas tau txais Wisconsin Shares cov nyiaj pab.
- **Kom tau txog rau 3 Lub Hnub Qub:**
 - Qhov kev zov me nyuam muaj peev nyiaj txhua xyoo mus tsis tu ncu, them se thiab ua pom tias muaj ntaub ntaww tseg cia zoo raws li cov kev coj ua.
- **Kom tau txog rau 4 Lub Hnub Qub:**
 - Qhov kev zov me nyuam muaj cov cai yuav neeg los ua hauj lwm thiab muaj cov txheej txheem sau cia.
- **Kom tau txog rau 5 Lub Hnub Qub:**
 - Qhov kev zov me nyuam siv Kev Ua Hauj Lwm Cov Qauv Kev Cai (Model Work Standards).

C.2.1-3) Cov Hauj Lwm Kom Ua Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
C.2.1) Qhov kev zov me nyuam ua rau pom tag nrho li hauv qab no: txhua qhov kev siv peev nyiaj hauv lub xyoo; tshuaj xyuas nyiaj txiaj; kev ceev ntaub ntaww sau tseg cov kev coj ua; thiab ua ntaww them se yog lawm thiab raws sij hawm. <i>Kom tau txog rau 3 Lub Hnub Qub</i>	Kev Tshawb Fawb txuas kev tshaj lij thiab dej num cov kev coj ua rau kev kawm ib puag ncig ua tau zoo uas tuaj yeem txhawb rau kev qhuab qhia thiab kev sib cuam tshuam sib fim ntawm cov neeg pab zov thiab cov me nyuam kom loj hlob.	Ntsuam Xyuas cov kev npaj dej num los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
C.2.2) Muab tau ib daim qauv ntawm daim ntaww sau txog kev ua hauj lwm cov cai thiab cov txheej txheem xws li ntaww piav txog txoj hauj lwm thiab kev yuav neeg los ua hauj lwm, cov kev cai rau cov neeg ua hauj lwm, nyiaj them/paj tshab rau cov neeg ua hauj			1

Iwm, txheej txheem kev ntsuas neeg ua hauj Iwm, kev cai qhuab qhia neeg ua hauj lwm, txheej txheem hais daws teeb meem, kev zov me nyuam cov kev cai thiab cov kev npaj siab xav tau ntawm cov neeg ua hauj lwm. <i>Kom tau txog rau 4 Lub Hnub Qub</i>			
C.2.3) Qhov kev zov me nyuam muab tau pov thawj ntawm kev siv Kev Ua Hauj Lwm Cov Qauv Kev Cai (Model Work Standards) rau kev tswj hwm dej num nrog rau kev yuav neeg los ua hauj lwm, neeg ua hauj lwm thiab kev npaj dej num. <i>Kom tau txog rau 5 Lub Hnub Qub</i>			1

Cov Points Uas Xaiv Ua Tau

C.3.1-5) Kev Txhim Kho Txuj Ci Mus Ntxiv – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
C.3.1) Daim phiaj xwm ntsuas cov neeg ua hauj lwm nyob hauv ib lub xyoos muaj lub hom phiaj txhim kho txuj ci mus ntxiv nyob hauv.	Kev txhim kho txuj ci ntxiv mus tsis tu ncua yog txuas mus rau kev zov me nyuam uas ua tau zoo dua qub nrog rau kev ntsuam xyuas neeg ua hauj lwm, mus muab tau kev txhim kho txuj ci yog txuas mus rau kev zov me nyuam uas ua tau zoo dua qub .	Ntsuam Xyuas cov ntaub ntawm khaws tseg los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim. Cov phaj tshab (benefits) yuav raug muab los xyuas tias muaj tseeb raws li cov muaj tam sim no los yog tau muaj nyob rau xyoo tas los no.	Yog tias ob los yog ntau dua ntawm cov kev coj ua hauv qab no tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point
C.3.2) Muab tau kev txhim kho txuj ci cov nyiaj los mus them cov nqi Ntsig Txog qhov kawm tiav cov kev cob qhia uas tau raws li cov hom phiaj ntawm tus neeg ua hauj lwm daim phiaj xwm txhim kho txuj ci ntawm tus kheej, nrog rau tau T.E.A.C.H. Pab Nyiaj Kawm Ntawv rau qhov tau credit raws li kev qhia.	Cov neeg ua hauj muab tau kev txhim kho txuj ci cov ntaub ntawv yuav txhawb nqa lawv txoj kev paub los mus muab txoj kev zov me nyuam tau siab dua qub.		
C.3.3) Muab tau kev txhim kho txuj ci cov ntaub ntawv muaj nyob ntawm chaw (xws li cov phau ntawv, ntawv tshaj xov xwm magazines, los yog lwm cov ntaub ntawv hais txog kev loj hilob nthuav dav ntawm me nyuam).	Muaj kev sib koom tes txhim kho txuj ci nrog cov neeg ua hauj lwm ntawm chaw zov me nyuam yog ib qho chaw tau xov tseem ceeb thiab txhawb nqa rau cov neeg zov me nyuam.		
C.3.4) Tus Thawj Coj los yog Tus Thawj Tswj Hwm ua tswv cuab rau hauv ib lub koom haum txuj ci tshaj lij (professional association) xyuas txog kev zov me nyuam thaum ntxov thiab kev kawm ntawv thiab ua tswv cuab rau hauv ib lub koom haum txuj ci tshaj li xyuas txog cov me nyuam hnub nyoog kawm ntawv yog tias muaj cov me nyuam hnub nyoog kawm ntawv tau rau npe kawm. (ua tswv cuab rau hauv ib lub koom haum uas xyuas txog cov me nyuam mos liab/me nyuam me thiab cov me nyuam hnub nyoog kawm ntawv ob cov tib si kuj suav tau rau qhov point no).			
C.3.5) 75 feem pua los yog siab dua ntawm kev ceev cov neeg ua hauj lwm kawm ntawv siab (Associate's Degree los yog siab dua) cov Thawj Kws Qhia Ntawv thiab kev tswj hwm kev zov me nyuam nyob rau lub sij hawm peb-lub xyoos.	Muaj cov neeg ua hauj lwm nyob ruaj ntseg tsis muaj hloov hauv kev teeb tsa zov me nyuam yog txuas mus rau qhov ua tau zoo dua qub.		

C.4.1-4) Neeg Ua Hauj Lwm Cov Phaj Tshab – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
C.4.1) Muaj ntawv pov hwm kho mob nkeeg muab rau neeg ua hauj lwm, uas tus tswv yuav neeg los ua hauj lwm muab pub ntxiv 25 feem pua los yog siab dua rau cov neeg ua hauj lwm puv hnub.			
C.4.2) Muaj nyiaj laus (pension/retirement plan) nrog rau qhov tus tswv hauj lwm muab ntxiv rau cov neeg ua hauj lwm puv hnub.			
C.4.3) Thawj kws qhia ntawv tau nyiaj lub sij hawm so ntau txog 18 hnub los yog ntau dua hauj ib xyoos uas muab mus siv tau txuas rau kev them rau hnub so hauj lwm thiab/los yog hnub uas tus neeg ntawd muaj mob rau cov neeg ua hauj lwm puv hnub. Sij hawm so tsis ua hauj lwm muab faib raws qhov tsim nyog rau cov ua hauj lwm ib nrab hnub. Cov hnub so hauj lwm yuav muab los siv tau rau thawj xyoos ua hauj lwm.	Cov neeg ua hauj lwm cov phaj tshab kuj tseem txuas mus rau qhov kev zov me nyuam ua tau zoo dua qub nrog rau kev ntsuam xyuas neeg ua hauj lwm, tau txais kev txhim kho txuj ci <u>yog txuas mus rau kev zov me nyuam uas ua tau zoo dua qub</u> . Cov phaj tshab tseem txuas mus rau kev ua hauj lwm mus ntev thiab muaj neeg tawm hauj lwm tsawg hauv kev teeb tsa zov me nyuam.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim.	Yog tias ob los yog ntau dua ntawm cov kev coj ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point.
C.4.4) Muaj rooj sib tham ntawm tas nrho cov neeg ua hauj lwm ib hlis ib zaug, them nyiaj 2 xuaj moos rau cov sij hawm siv rau kev npaj hauj lwm hauv ib lub lis piam rau Cov Thawj Kws Qhia Ntawv.			

C.5.1-6) Niam Txiv/Tsev Neeg Kev Raus Tes Pab – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
C.5.1) Qhov kev zov me nyuam muaj tas nrho cov hauv qab no: <ul style="list-style-type: none"> • Ib daim ntawv sau piav txog qhov kev zov me nyuam li laj lim tswv yim muab rau txhua tsev neeg; THIAB • muaj cov ntaub ntawv khoom siv thiab cov chaw muab kev pab uas yog ib tus txheej txheem los yog ib qhov kev sib cev lus uas tau raws li cov kev xav tau ntawm cov tsev neeg; THIAB • muaj cov kev nthuav qhia rau tas nrho cov tsev neeg ua ntej tuaj rau npe kawm; THIAB • txhawb kom cov niam cov txiv tuaj soj ntsuam saib qhov kev zov me nyuam. 	<u>Kev raus tes pab ruaj khov ntawm niam txiv</u> hauv kev zov me nyuam yog txuas mus rau qhov ua tau zoo dua qub.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	Yog tias ob cov kev coj ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point Yog tias peb los yog ntau dua cov kev coj ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ob points.
C.5.2) Cov tsev neeg muaj lub sij hawm muab lus pab tswv yim rau chaw zov me nyuam cov kev cai thiab cov txheej txheem; muaj cov pab pawg muab tswv yim/niam txiv thiab cov thawj tswj hwm kev koom tes ua tswv cuab muaj rau cov niam cov txiv koom tau.			
C.5.3) Niam txiv cov rooj sib tham muaj tsawg kawg ib xyoos ib zaug thiab ntau dua yog tias xav tau los mus sib tham txog kev nce qib ntawm cov me nyuam.			
C.5.4) Muaj kev sib txuas lus tsis tseg, tsis tu ncua, mus tas li ntawm cov neeg ua hauj lwm, cov tsev neeg thiab tsev kawm uas muaj kev sib ntseeg siab thiab sib hwm, thiab sib pab kom ntseeg tau tias cov			

<p>kev hloov chaw tom tsev mus rau qhov chaw zov me nyuam, los ntawm chaw zov me nyuam rau lwm qhov chaw zov me nyuam, los ntawm tsev kawm rau chaw zov me nyuam thiab chaw zov me nyuam rau tsev kawm mus tau zoo; kev sib txuas lus tshwm sim hauv ntau yam xws li sib ntsib tim ntsej tim muag, sau ntawv, hu xov tooj, xa emails thiab ntawv tshaj xov xwm hais txog tej yam hloov tshiab.</p> <p>Yog tias muaj cov me nyuam hauv qhov kev zov me nyuam uas kawm ntawv, kev sib tham sib cev lus ntawm cov neeg ua hauj lwm zov me nyuam thiab cov neeg ua hauj lwm hauv tsev kawm ntawv ua kom pom tau tias kev hloov chaw los ntawm tsev kawm mus rau qhov kev zov me nyuam mus los tau zoo thiab ntawm chaw zov me nyuam mus rau tsev kawm.</p>			
<p>C.5.5) Kev cuag sab nraud nrog cov niام cov txiv thiab tsev neeg, kev kawm thiab kev sib ntsib muaj tsawg kawg ob zaug hauv ib lub xyoos.</p>			
<p>C.5.6) Muaj ntaub ntawv qhia rau tsev neeg txog tej kev uas me nyuam tau ua rau hnub ntawd, cov hauj lwm teem ua ib hnub rau ib hnub thiab yog muaj tej qhov kev raug mob li cas los yog tej koob tsheej tshwj xeeb (special events) nrog rau tej kev hloov pauv ntawm me nyuam li kev noj qab haus huv los yog kev noj haus.</p>			

D) Kev Noj Qab Haus Huv thiab Muaj Dag Zog Zoo (Cov Points Siab Kawg = 5)

Kom Tau Tsawg Kawg rau 3, 4 thiab 5 Lub Hnub Qub

- **Kom tau txog rau 3 Lub Hnub Qub:**
 - Qhov kev zov me nyuam muab cov plus noj muaj txiaj ntsim zoo rau lub cev

D.1.1) Cov Hauj Lwm Kom Ua Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
D.1.1) Cov plus noj los yog khoom noj txom ncauj muaj txiaj ntsim zoo rau lub cev muab rau me nyuam noj txhua hnub hauv chaw zov me nyuam.	Kev muab khoom noj muaj txiaj ntsim zoo rau lub cev cov kev coj ua rau thaum me nyuam tseem me ua rau kev noj haus zoo tsis muaj mob thiab tiv thaiv lub cev qhov rog lawm yav tom ntej.	<p>Kom tau txais qhov point no, cov chaw zov me nyuam yuav tsum ua tau raws li nqe lus 1 thiab 2 hauv qab no:</p> <p>1) Chaw zov me nyuam yuav tsum A) Koom Nrog Qhov Kev Pab Cuam Khoom Noj Rau Me Nyuam Thiab Cov Muaj Hnub Nyoog (Child and Adult Care Food Program, CACFP) LOS YOG B) Muab cov zaub mov thiab khoom txom ncauj uas ua tau raws li CACFP cov lus qhia raws li tau ua pom nyob hauv peb lub hlis ntawm cov ntawv teev. Tej zaum kuj yuav kom muab lwm yam pov thawj rau tej qhov (xws li cov tw ntawv receipts, thiab lwm yam ntxiv.)</p>	1

THIAB

		2) Qhov chaw zov me nyuam yuav tsum muaj cov kev cai thiab cov txheej txheem los mus hais txog me nyuam noj fab tsis haum zaub mov thiab tsim kev yooj yim pab rau cov kev txvv noj tsis tau zaub mov.	
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Cov Points Uas Xaiv Ua Tau

D.1.2-4) Kev Noj Qab Haus Huv thiab Muaj Dag Zog Zoo – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
<p>D.1.2) Chaw zov me nyuam muab tsawg kawg 60 feeb ntawm kev tawm dag zog muab lub cev ua ub no hauv ib hnub.</p> <p>Lus Cim: Qhov 60 feeb yuav muab kho kom haum rau cov chaw zov me nyuam uas qheb tsawg dua 8 xuaj moos nyob rau ib hnub.</p>	<p>Kev Tshawb Fawb qhia pom tias kev tawm dag zog muab lub cev ua ub no yog ib qho ua txhua hnub rau me nyuam kom txhawb nqa lub dag zog zoo thiab los mus tiv thaiv lub cev rog yav tom ntej.</p>	<p>Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim</p>	1
<p>D.1.3)</p> <p><u>Rau1 point</u></p> <p>50% ntawm Cov Thawj Kws Qhia Ntawv thiab Tus Thawj Coj tau ua tiav ib qho twg ntawm rau qhov kev xaiv hauv qab no:</p> <ul style="list-style-type: none"> • 3 credits ntawm kev koom nrog thiab/los yog kev kawm kev cob qhia txog kev raug zoo nrog tib neeg-kev tswj tus khee; • Wisconsin Lub Hnub Qub Peb Ceg rau Kev Cob Qhia Txog Kev Sib Raug Zoo Nrog Neeg thiab Kev Tswj Tus Kheej (Wisconsin Pyramid Model for Social and Emotional) (24 xuaj moos); (24 hours); • Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa (Positive Behavioral Intervention and Supports, PBIS) (15 xuaj moos); • Qhia Me Nyuam Kev Tswj Tus Kheej hauv Kev Zov Me Nyuam Hnub Nyoog Kawm Ntawv (15 xuaj moos); • Haiv Neeg Tribes TLC (12 xuaj moos); los yog • Registry -tshuaj xyuas tias muaj tseeb ntawm 15 xuaj moos los yog ntau dua ntawm YoungStar-kev pom zoo cob qhia uas tsis tau credit txog kev koom nrog, zov cov me nyuam muaj mob xiam oob qhab, thiab cov me nyuam muaj mob xav tau kev pab tshwj xeeb. <p><u>Rau 2 points</u></p> <p>100% ntawm Cov Thawj Kws Qhia Ntawv thiab Tus Thawj Coj tau ua tiav ib qho twg ntawm rau qhov kev xaiv hauv qab no:</p> <ul style="list-style-type: none"> • 3 credits ntawm kev koom nrog thiab/los yog kev kawm kev cob qhia txog kev raug zoo nrog tib neeg-kev tswj tus khee; • Wisconsin Lub Hnub Qub Peb Ceg rau 	<p>Kev Tshawb Fawb qhia pom ruaj khov tsis hloov tias qhov muaj tus cag khov kho ntawm kev raug zoo nrog tib neeg thiab kev tswj tus kheej yog ib tug yaum sij tseem ceeb rau me nyuam kev nce qib mus tom ntej thiab npaj tau mus kawm ntawv.</p>	<p>Registry tshuaj xyuas tias muaj tseeb</p>	1 los yog 2

<p>Kev Cob Qhia Txog Kev Sib Raug Zoo Nrog Neeg thiab Kev Tswj Tus Kheej (Wisconsin Pyramid Model for Social and Emotional) (24 xuaj moos); (24 hours);</p> <ul style="list-style-type: none"> • Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa (Positive Behavioral Intervention and Supports, PBIS) (15 xuaj moos); • Qhia Me Nyuam Kev Tswj Tus Kheej hauv Kev Zov Me Nyuam Hnub Nyoog Kawm Ntawv (15 xuaj moos); • Haiv Neeg Tribes TLC (12 xuaj moos); los yog • Registry -tshuaj xyuas tias muaj tseeb ntawm 15 xuaj moos los yog ntau dua ntawm YoungStar-kev pom zoo cob qhia uas tsis tau credit txog kev koom nrog, zov cov me nyuam muaj mob xiam oob qhab, thiab cov me nyuam muaj mob xav tau kev pab tshwj xeeb. 			
<p>D.1.4) Tsawg kawg 50% ntawm Cov Thawj Kws Qhia Ntawv/Tus Thawj Coj tau txais kev cob qhia hauv kev pov thaiv lub sij hawm ua hauj lwm nrog cov niam txiv los ntawm qhov Muab Kev Txhawb Cov Yim Neeg Kom Khov (Strengthening Families Initiative): http://jcdev.com/~ctf/index.php?section=communitynorms~strengthfam</p> <p>Ib qhov zoo ib yam li no ntxiv uas yuav raug lees yuav yog Kev Pab Yim Neeg Daim Ntawv Pov Thawj Kawm Tiav (Family Services Credential) los yog Touchpoints kev cob qhia.</p> <p style="text-align: center;">LOS YOG</p> <p>100% ntawm Cov Thawj Kws Qhia Ntawv/Tus Thawj Coj tau ua tiav Chav Ua Hauj Lwm-pom zoo Muab Kev Pov Thaiv Me Nyuam Ntawm Kev Tsim Txom thiab Tsis Saib Xyuas thiab Ua Ib Tus Thoob Xo Qhia Paub qhov kev cob qhia (Department-approved Suspected Child Abuse and Neglect Mandated Reporter Training Program (SCAN-MRT) los yog qhov kev cob qhia Tsaus Ntuj rau Pom Kev (Darkness to Light) los yog 10-307-167 ECE: Kev Noj Qab Haus Huv, Kev Nyab Xeeb, thiab Kev Noj Haus los mus pab teev, tiv thaiv thiab thoob xo qhia paub kev tsim txom thiab tsis saib xyuas me nyuam.</p>	<p>Tiv thaiv kev tsim txom thiab tsis saib xyuas me nyuam tau muab txuas rau qhov <u>Muab Kev Txhawb Cov Yim Neeg Kom Khov</u> los mus tsim cov kev tiv thaiv hauv me nyuam thiab cov niam cov txiv.</p> <p>Cov neeg zov me nyuam muaj lub luag hauj lwm hnyav ua kom ntseeg tau tias me nyuam muaj kev kaj huv tsis raug dab tsi hauv tsev kawm ntawv chaw teeb tsa thiab ua ib qhov chaw tseem ceeb pab rau cov tsev neeg paub thaum ntxov txog cov cim qhia txog kev nyuaj siab thiab kom thoob xo qhia paub txog kev tsim txom tsis saib xyuas raws li txoj cai kom ua. Kev kawm kev cob qhia tsis tseg yog ib qhov yuav tau ua kom ntseeg tau tias cov qauv cag kev coj ua nyob ruaj khov tsis hloov.</p>	<p>Registry tshuaj xyuas tias muaj tseeb</p>	<p>Yog tias ib qho ntawm ob qho qauv ntsuas hauv qab no tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point</p>

Daim Ntawv Ntxiv

Cov Hauv Kev Txhim Kho Txuj Ci Mus Ntxiv Rau Qhov Tau Credit Raws Cov Lus Qhia:

Rau cov uas muaj siab xav kawm kom tau credit kawm ntawv qib siab rau kev qhia ntawv rau me nyuam thaum ntxov, muaj cov ntaub ntawv nyuam qhuav kho tshiab sai sai no rau cov kev xaiv – xws li muaj ob txoj kev qhov kheev ua thiab tsis tau ua dua yav dhau los (traditional and non-traditional routes) (nrog rau muaj kawm online, ob hnub so (weekend) thiab yav tsaus ntuj, thiab qhov kawm tau sai sai) – uas yog hu ncaj qha mus rau qhov chaw ua hauj lwm ntawm kev kawm qib siab. Ib txoj kev xaiv ntxiv yog hu rau T.E.A.C.H. tus muab kev sab laj thov nyiaj pab kawm ntawv nyob rau ntawm Wisconsin Early Childhood Association: xov tooj 1-800-783-9322, ext. 7240 los yog email teach@wisconsinearlychildhood.org. Koj kuj xav nug txog qhov muaj feem tsim nyog tau txais cov nyiaj pab kawm ntawv.

Kom pab tau koj, WECA lub website, <http://www.wisconsinearlychildhood.org/teach/index.php> muaj ntaub ntawv qhia paub txog T.E.A.C.H. Ib qhov txuas rau ntawm qhov chaw no (Wisconsin Colleges and Universities) yuav coj koj mus rau ntawm ib daim duab kos uas muaj tag nrho Wisconsin cov chaw ua hauj lwm ntawm kev kawm qib siab; tsuas nias rau ntawm lub college los yog lub university uas koj xav saib xwb ces yuav nkag tau mus rau hauv lawv lub website thiab qhov chaw qhia tias yuav mus ntsib los yog hu tau rau lawv li cas. WECA lub website kuj muaj T.E.A.C.H. online qhia cov npe ntawm cov kev kawm uas muaj nyob hauv cov tsev kawm ntawv qib siab Wisconsin Technical College System.

Cov Hauv Kev Pab Qhia Txog Kev Txhim Kho Txuj Ci Mus Ntxiv (Professional Development Counseling Support opportunities) muaj nyob hauv Wisconsin Early Childhood Association. Cov ntaub ntawv qhia paub muaj nyob rau ntawm: <http://wisconsinearlychildhood.org/programs/youngstar/PDcounseling/>

Tau Credit Rau Kev Kawm thiab Kev Paub Yav Dhau Los (Credit for Prior Learning and Experience):

Cov Chaw Ua Hauj Lwm Ntawm Kev Kawm Qib Siab (Institutions of Higher Education) kuj muab credit rau kev kawm yav dhau los thiab muab degree credit(s) rau cov uas muaj rab peev xwm ua pom cov txuj ci thiab tej kev paub uas lawv tau txais yav dhau los ntawm txoj kev kawm tsis tau kheev muaj dua los (non-traditional schooling), kev ua hauj lwm los yog lwm cov kev paub tau ntsib hauv lub neej. Credit rau Kev Kawm Yav Dhau Los (Credit for Prior Learning, (CPL) yuav pab tau cov kws qhia ntawv rau me nyuam thiab cov zov me nyuam kom yooj yim rau lawv mus nrhiav kawm rau qib siab dua mus ntxiv. Hauv Wisconsin, txhua lub tsev kawm qib siab nyias tau teeb tsa nyias ib tus txheej txheem los muab kev ntsuam xyuas. Tus txheej txheem tau hais kom tus kws qhia ntawv/tus muab kev pab zov me nyuam los sau tej kev kawm thiab tau ntsib hauv lub neej. Cov piv txwv muaj xws li: cov ntawv pov thawj tau los ntawm kev mus kawm kev cob qhia, cov ntaub ntawv (portfolio) uas qhia txog tej kev paub los ntawm kev ua hauj lwm yav dhau los thiab cov ntawv sau tseg (transcripts) yog tias muaj. Muaj T.E.A.C.H. cov neeg muab kev sab laj thov nyiaj (scholarship counselors) yuav pab sawv daws mus cuag qhov kev pab cuam me nyuam thaum ntxov (early childhood program) uas txhawb nqa txoj hauj lwm no nyob rau ntawm txhua qhov Chaw Ua Hauj Lwm Ntawm Kev Kawm Qib Siab.

YoungStar Cov Phau Ntawv Muab Los Ua Pov Thawj

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Talan, Teri N. and Paula Jorde Bloom. Business Administration Scale for Family Child Care. New York: Teachers College Press, 2009.

Talan, Teri N. and Paula Jorde Bloom. Program Administration Scale: Measuring Early Childhood Leadership and Management. New York: Teachers College Press, 2004.



Career Levels

Last Updated 3/2013

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	
Approved Training¹					Non-Credit Credentials	Credit Based Credentials				
Registry Membership	Verified high school diploma or GED	80 hours tiered training (any tier)	120 hours tiered training (any tier)	160 hours tiered training (40 hours must be tier 2 or 3 training)	CDA Montessori Credential ² Family Services Credential	Mentor and Mentor-Protege ³ (5 credits)	Family Services Credential or equivalent ⁴ (6-9 credits)	Registry Credentials ⁵ ▪ Afterschool and Youth Development ▪ Inclusion ▪ Infant Toddler ▪ Leadership ▪ Program Development	Registry Credentials ⁶ ▪ Administrator ▪ Preschool Apprenticeship Program (18 credits)	
This includes entry level course hours (effective after January 1, 2009)					Credit Based Increments					
					6 related credits	12 related credits	18 related credits	24 related credits		

Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
Early Childhood and Youth Development Degrees						
1 Year Diploma ⁷	Associate's Degree	Associate's Degree + Registry Credential	Bachelor's Degree	Bachelor's Degree + Registry Credential	Master's Degree	Doctorate
Any 2 Registry Credentials			Bachelor's Degree + DPI License ⁸	Bachelor's Degree + Registry Credential + DPI License ⁸	Master's Degree + DPI License ⁸	Doctorate + DPI License ⁸
Credit Based Increments	Degrees in Another Field					
30 related credits	Bachelor's Degree	Bachelor's Degree + Registry Credential	Master's Degree	Doctorate	Master's Degree + 36 related credits	Doctorate + 36 related credits
	Associate's Degree + 30 related credits	Bachelor's Degree + 30 related credits	Bachelor's Degree + 36 related credits	Master's Degree + Registry Credential		

¹Approved Training is training awarded a specific tier as approved by The Registry and taught by a Registry approved trainer.

²Montessori Credential accredited by MACTE only. Other out-of-state Credentials submitted will be evaluated on an individual basis.

³Must be taken in the role of Mentor.

⁴Equivalent is the 9-12 credit technical diploma from Northeast Wisconsin Technical College.

⁵Each individual Registry Credential eligible for Level 9 is comprised of 4 specific courses (12 total credits) per Credential.

⁶Each individual Registry Credential eligible for Level 10 is comprised of 6 specific courses (18 total credits) per Credential.

⁷One-year diploma is comprised of specific coursework totaling 24 or more credits.

⁸DPI licenses recognized are for Professional Educator license type. Substitute teacher and/or instructional aide are not eligible.

<http://www.the-registry.org/LinkClick.aspx?fileticket=%2bcTolaggX2k%3d&tabid=55>